

1 IN THE CLAIMS

2 ✓  
3 Please cancel claim 2-39 and add the following claims:  
4

5 ~~31~~ 40. A method for providing a store compensation system  
6 using network-based computer software applications to integrate  
7 and manipulate employee payroll and human resource information to  
8 determine and monitor employee compensation for single or multi-  
9 location companies, wherein said method comprises the steps of:  
10 inputting employment data into a computer system for at  
11 least one employee;  
12 recording sales transaction data for said employee;  
13 uploading said transaction data to a central database;  
14 calculating compensation due to said employee based on  
15 said transaction data;  
16 recalculating said compensation at predetermined times;  
17 and  
18 providing said compensation due at predetermined times  
19 for display;  
20 wherein said computer system stores said transaction data  
21 and performs said calculating; and  
22 wherein said central database performs said recalculating to  
23 determine accuracy of said compensation.  
24

1 41. A method according to claim 40, wherein said method further  
2 comprises the step of:

3 using said employee data to create a plan for  
4 compensating each said employee.

5  
6 42. A method according to claim 41, wherein creating said  
7 compensation plan comprises the steps of:

8 determining business labor rules;

9 establishing relationships for said transaction data to

10 calculate commission earnings;

11 establishing overtime parameters; and

12 establishing commission earnings parameters for each  
13 said transaction data.

14  
15 43. A method according to claim 42, wherein said establishing  
16 commission parameters comprises the steps of:

17 selecting commission plan detail from a setup menu;

18 selecting parameters for a plurality of commissions and  
19 incentives;

20 selecting restrictions for each said commission parameter;

21 identifying sales transactions;

22 determining the quantity of said sales transactions; and

23 computing said commission.  
24

1 44. A method according to claim 42, wherein said establishing  
2 relationships comprises the steps of:

3 configuring merchandise departments;  
4 grouping said departments in clusters; and  
5 assigning values to each of said clusters.

6  
7 45. A method according to claim 44, wherein said configuring  
8 comprises the steps of:

9 selecting a company to which said transaction data  
10 applies;

11 selecting a description of said merchandise associated  
12 with said transaction data;

13 selecting a commission code for said merchandise; and

14 determining commission eligibility of said merchandise;

15 wherein said commission code corresponds to commission type  
16 for said merchandise, and

17 wherein said determining commission eligibility fixes said  
18 compensation calculations.  
19  
20  
21  
22  
23  
24

1 46. A method according to claim 40, wherein said inputting  
2 comprises the steps of:  
3 selecting setup from a main menu;  
4 selecting a compensation plan;  
5 selecting to add employee data;  
6 inputting a code corresponding to a location for said  
7 employee;  
8 inputting a job function code;  
9 inputting a compensation state type code; and  
10 inputting a compensation geographic area.  
11

12 47. A method according to claim 40, wherein said recalculating  
13 occurs at least two times per week.  
14

15 48. A method according to claim 40, wherein said recalculating  
16 comprises the step of:  
17 comparing said calculated compensation with historical  
18 compensation for said employee to determine if  
19 said calculated compensation is consistent with  
20 said historical compensation.  
21

22 49. A method according to claim 40, wherein said calculating  
23 compensation comprises the step of:  
24 polling said transaction data.

1 50. A method according to claim 40, wherein said calculating  
2 compensation further comprises the step of:

3 adjusting said calculated earnings; and  
4 recalculating said calculated earnings.  
5

6 51. A method according to claim 40, wherein changes to said  
7 calculating compensation may be made manually.  
8

9 52. A method according to claim 40, wherein said method further  
10 comprises the steps of:

11 inputting employee hours into said computer system;

12 loading a sales history table from said computer

13 system;

14 determining a pay period for said sales transaction

15 data;

16 inserting said sales transaction data and historical

17 sales transaction data into an employee

18 recalculation table;

19 performing said recalculating; and

20 inserting said sales transaction data into said sales

21 history table.  
22

23 53. A method according to claim 40, wherein said display is via  
24 a monitor.

1 54. A method according to claim 40, wherein said display is via  
2 a printed report.  
3

4 55. A system for calculating employee compensation, wherein said  
5 system comprises:

6 means for inputting employee data into a central  
7 database;  
8

9 means for inputting transaction data into said central  
10 database;  
11

12 means for creating a compensation plan for each  
13 employee; and  
14

15 means for generating an employee job table from said  
16 data;  
17

18 wherein said means for creating uses said employee data and  
19 said transaction data to create said compensation plan; and  
20

21 wherein said system uses said compensation plan to calculate  
22 said compensation.  
23

24 56. A system according to claim 55, wherein said compensation  
plan comprises incentives.

57. A system according to claim 56, wherein said incentives are  
established on the basis of quantity sold.

1 58. A system according to claim 56, wherein said incentives are  
2 established by selecting a department group, an earnings code, a  
3 type of sale, a type of incentive program, a sequence number, and  
4 a commission percentage corresponding to an appropriate sales  
5 volume and price.

6  
7 59. A system according to claim 58, wherein said commission  
8 percentage is dependent on said sales volume.--

---